



The Link

The National Organization of Professional Black Natural Resources Conservation Service Employees

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The President's Message



William Hunt

The National Organization of Professional Black Natural Resources Conservation Service Employees is hosting its 10th Annual Training Conference, December 2 – 6, 2002 in Arlington, Texas. Our theme is “**Building Our Future Through Educational Opportunities... Tomorrow Is Now.**”

Again this year we have planned a powerful Natural Resources Conservation Service (NRCS) mission-critical training program. You guessed it – another action-filled thought-provoking agenda each and every hour of every day. We invite and encourage your review of the preliminary program agenda contained in this newsletter.

We have purposefully structured our training program with every employee and Organization member in mind. Whether you are a rookie, veteran, manager, technician, technical specialist, or anything in between, we have got you covered! We do ask that you help our Planning and Employee Development committees by signing up for courses and sessions early and often. This will assist us in assigning and designing our classrooms properly in terms of time and space.

Our world-class instructors from the NEDC, Centers, and Institutes, State and Regional Conservationists, Organization members, and other management and technical specialists are sharpening their presentation skills. Two panels of targeted State Conservationists from various Regions and NHQ management officials will anchor our general sessions on the Farm Bill. Beyond these discussions, training agenda will address the other 2003 agency priorities of: (1) achieving the President's Management Objectives, (2) improving and increasing our outreach and workforce diversity, and (3) strengthening NRCS infrastructure and the locally led natural resource conservation program delivery - working through partnership. Chief Knight has given us clear directions and priorities to use our program authorities and technical skills to improve service to customers, fellow employees, congress, and the general public. The Organization fully accepts and embraces these opportunities through the enclosed structured training program and will work side-by-side with ALL our NRCS employees to ensure we are successful.

We look forward to seeing, networking, and learning more with you at our December 2-6, 2002 Annual Training Conference at the Wyndham Arlington DFW Airport South hotel in Texas. You all come now, you hear!

William Hunt, President

10th Annual Training Conference

The National Organization of Professional Black Natural Resources Conservation Service Employees (The Organization) is hosting its 10th Annual Training Conference at the Wyndham Arlington DFW Airport South Hotel in Arlington, Texas, December 2 – 6, 2002. This year's theme is “**Building Our Future Through Educational Opportunities...Tomorrow Is Now!**”

The conference will offer an opportunity for learning and sharing of ideas. Participants will select the concurrent sessions they wish to attend. To assist participants with making their selection, course descriptions are provided for each session. Participants must complete and return the enclosed course registration form. Please prioritize the courses you wish to attend with 1 being the highest.

COURSE DESCRIPTIONS

Writing KSAs

The speaker will discuss tips on how to successfully respond to Knowledge, Skills, and Abilities (KSAs) required for vacancy announcements. The instructor will also discuss the Merit Promotion process and other topics related to Human Resources.

**NEDC Orientation – Introduction to Water Quality*

This training session is mandatory for all employees that begin work on the Introduction to Water Quality self-paced modules during the Training Conference. A course developer will provide an overview of the course material and discuss some of the key concepts. The courses will focus on NRCS Water Quality policy, teach principles and, demonstrate how to apply them in daily NRCS activities at the field, farm, and watershed scales.

Graduate Studies Program and Educational Grants

This session will include discussions about each program, how you can apply for them, the benefits and limitations of each, and how they can be effectively used for professional development.

Open Forum with the Deputy Chief for Soil Survey and Resource Assessment and the Deputy Chief for Science and Technology

The Deputy Chiefs will provide an update on current activities in their areas and answer questions from participants.

Open Forum with the Deputy Chief for Management and the Deputy Chief for Strategic Planning and Accountability

The Deputy Chiefs will provide an update on current activities in their areas and answer questions for participants.

International Assignments

This session will provide information on international assignments, how employees can qualify to participate, the benefits, and limitations of these assignments, and how they can be used for professional development. There will also be a panel discussion involving several employees who have participated in international assignments.

Planning Retirement – Civil Service Retirement System (CSRS)

This session will help you understand the CSRS. Please come prepared to ask questions.

Conduct and Responsibilities of Employees

During this session the participants will learn how to complete a travel voucher, discuss the appropriate use of government credit cards, and why misuse may lead to disciplinary actions, and tips on completing time and attendance sheets.

Mentoring

The discussion will focus on the NRCS policy for mentoring, the role of mentors and mentees, how mentoring can enhance your professional development, and the pitfalls to avoid. This presentation will also include a panel discussion from employees who have been mentors and mentees; they will discuss their experiences.

Legislative Affairs Training

This session will provide an overview of the Legislative Affairs Office's function at the National Headquarters along with review of the legislative process and how it affects our agency operations. In addition, the discussion will include guidelines for handling Congressional inquiries and for employee interactions with members of Congress.

Relocation

This session will focus on the relocation policies and procedures, how to minimize problems associated with relocation, and how to properly complete relocation forms.

Ethics

The speaker will discuss the most recent information related to Ethics and Federal Employment.

Integrated Accountability System

This presentation will focus on how the Integrated Accountability System can be used to streamline field office operations, its role as a management tool, and future enhancements to the system.

Professional Etiquette

The presentation will cover the latest industry trends on professional etiquette, which include nonverbal communication skills, professional behavior, office attire, and other applicable information. The goal of this session is to equip employees with skills that will enhance their career development and prepare them for leadership positions.

**NEDC Orientation – Nutrient and Pest Management Considerations in Conservation Planning*

This training session is mandatory for all employees who will begin working on the Nutrient and Pest Management Consideration in Conservation Planning self-paced modules during the Training Conference. This training course introduces NRCS' mission in the nutrient and pest management arena and how it relates to the RMS planning process. It also identifies regulatory requirements and partnership roles that help to define that mission. It provides the participant with a basic understanding of the science of nutrient and pest management, as well as environmental concerns associated with the use of nutrients and pest management measures, including environmental risk, and the processes that affect the fate and transport of nutrients and pesticides in the environment.

Retirement Planning – Federal Employees Retirement System (FERS)

This session will help you understand FERS. Please come prepared to ask questions.

**NEDC Orientation – Agriculture Waste Management*

This training session is mandatory for all employees who will begin working on the Agriculture Waste Management Systems – A Primer on the Level 2 self-paced modules during the Training Conference. The “Primer” course provides an overview of agricultural waste management systems. It covers background, safety, and hazards planning, and functions of agricultural waste management systems. The “Level 2” course provides training on planning and designing agricultural waste management systems with an emphasis on systems for livestock and poultry operations. It provides guidance in developing an agricultural waste

management system that manages the waste from production through its utilization. The *"Agricultural Waste Management Field Handbook"* serves as the textbook and reference.

Electronic Field Office Technical Guide

The Electronic Field Office Technical Guide (e-FOTG) is the first phase of the SmarTech initiative. The speaker will discuss how the e-FOTG can be optimized in service centers, how it will be used at the national level for updating technical guidance, and future developments.

***NEDC Orientation – Conservation Planning**

This training session is mandatory for all employees who will begin working on the Conservation Planning. Part 1 self-paced modules during the training conference. The Conservation Planning course is designed to provide conservation planning training for working with individual clients or with groups that basically function as an individual. The course emphasizes the conservation planning process; developing quality, complete plans on the entire unit; consideration of ecological, economic, and social concerns; on-site assistance; the effects, and impacts of planned actions on-site and off-site; and partnership involvement.

Civil Rights Training

This course will provide an overview of the mission of the NRCS Office of Civil Rights to ensure compliance with agency policies for conservation and equal opportunity programs and accountability for the development of quality and timely service to our customers.

Open Forum with the Deputy Chief for Programs

The Deputy Chief will provide an update on current activities in the Programs area and answer questions from participants.

1890 Student Panel

Present and former USDA 1890 Scholars will talk about their work experiences with NRCS and other agencies. The panel will discuss their expectations, likes, dislikes, and mindset toward the Scholar Program. This will be an open forum, so questions from the participants are encouraged.

Recruitment Training for Employees and National Recruitment Plan

The speaker will provide a mini-training session for employees involved with recruitment

and retention. The instructor will also discuss the National Recruitment Plan and the role for state and field offices.

TechPros

The speaker will discuss the Natural Resources Conservation Service policy related to TechPros and how the program will be implemented to provide service to our customers.

Integrated Acquisition System

This course will provide an overview of the Integrated Acquisition System, a modern, web-based eProcurement solution. The speaker will present examples of how the IAS can be used to streamline the contact and acquisition process.

Global Positioning Systems (GPS)/ Geographic Information Systems (GIS)/ Mobile Computing Application and Technology in NRCS

The speaker will present the graphic depiction of current and future agency and private use of GIS and GPS. The instructor will also discuss specific service center and field office applications for the technology; training opportunities; how to monitor quality of position in real-time; integrate with mobile computing devices, data collection software, and geospatial data from the Data Gateway. During this presentation you will hear about improved technology in data collection and spatial analysis.

Legal Aspects of Section 508

This presentation will focus on the Section 508 regulation, its impacts on NRCS offices and how it can be addressed by NRCS at all levels.

RUSLE2

The speaker will discuss the development and use of RUSLE2, a Windows-based computer model that will replace hard copy look-up tables used with the Revised Universal Soil Loss Equation. The model will be populated with databases that contain the climate, soils, plant, and operation parameters used in the model. The speaker will also discuss how RUSLE2 will integrate with and complement other conservation planning tools.

ICAMS/TCAS/NFC Personal Page

The speaker will discuss these three automated tools, their capabilities, how they are integrated, and future developments associated with them. The speaker will also discuss how employees can use these tools to manage their personal information.

Agroforestry

During this presentation, participants will hear about agroforestry, and how it combines agriculture and forestry technologies to create more integrated, diverse, productive, profitable, healthy, and sustainable land-use systems. Guidance on how to plan and implement agroforestry practices that include alley cropping, forest farming, riparian forest buffers, silvopasture, windbreaks, and other special application will also be discussed. Participants will also learn how these practices can help wildlife, sequester carbon, treat waste, help communities, and improve livestock systems.

2501 Program

The USDA speaker will discuss how the 2501 Program has changed and how NRCS state and field offices can use the program as an outreach tool. Participants will also hear from a panel of experts who are successfully implementing the 2501 Program.

Parliamentary Procedures

Presenters will demonstrate "How to conduct a successful meeting using proper Parliamentary Procedures". The skit will involve actual events as well as role-play events. This demonstration will enhance the skills of leaders and members, whether experienced or inexperienced. It will further assist emerging organizational leaders and members in conducting high quality and efficient meetings. It will give guidance in the structure and functions of an organization.

Ecological Site Descriptions and Forage Suitability Groups

During this presentation the speaker will describe how Ecological Site Descriptions and Forage Suitability Group are developed, the types of information they contain, and how they can be applied to conservation planning.

eGovernment

The eGovernment initiative is a key component of the President's Management Agenda. The goal is to make government operations more efficient along with easier access to NRCS goods and services for customers. The speaker will discuss the USDA and NRCS plans to transform and enhance the delivery of programs, services, and information and how it will impact customers and employees.

The Foundation Financial Information System (FFIS)

FFIS is USDA's customized version of American Management System (AMS), Inc.'s Federal Financial System (FFS), a commercial off-the-shelf (COTS) software package. It is a software package that is designed to meet stringent budget and funds control needs, as well as complex multi-fund accounting and reporting needs. FFIS performs these primary functions:

- Maintaining a standard general ledger from which a variety of external reports can be produced.

- Provide financial managers with timely and reliable information.

BRIO software is used to access FFIS data and generate reports for program and other NRCS managers.

Effective Presentations and Instruction Part 1 and 2

This session will outline the steps speakers must take to develop and deliver public presentations. They will also discuss various presentation media, methods, and styles of delivery.

Resume Writing

A private consultant will provide guidance on how to write a resume.

Effective Listening

This session will include discussions of common barriers to effective listening and key skills for effective listening.

Time Management

This session will include discussions about your own time management habits and the five steps used in changing habits.

Wetlands Restoration and Implementation

The Wetlands Reserve Program has placed NRCS in the forefront of wetland restoration. This presentation will provide an overview of the evolution of wetland restoration within NRCS and illustrate techniques being used in Arkansas and other states.

Soil Conditioning Index: A Field Office Tool For Assessing Soil Carbon Trends in Conservation Systems

The presenter will discuss the Soil Conditioning Index (SCI), a tool for organic matter prediction used by the NRCS that utilizes the effects of climate, tillage, and erosion on organic matter decomposition at various geographic locations. Currently, the SCI is a

component of several practice standards in NRCS technical guides. The speaker will discuss why the SCI is an important tool to predict trends in organic matter content for conservation planning and carbon sequestration, how it has been revised to be more sensitive to a soil type, and how it will be incorporated into RUSLE2.

Social Science Institute (SSI)

The speakers will discuss topics of interest to NRCS employees who work with external customers at all levels in the agency. The topics include (1) changes in "Social Capital" in communities, (2) assessing leadership and the conservation partnership's leadership needs, and (3) demonstrating SSI's capabilities of conducting web based surveys.

Watershed Science Institute (WSI)

During this session the speaker will discuss improved technology in data collection and spatial analysis that will increasingly push public policy and legislated programs to look at conservation investments in the context of how they will improve watershed functions, especially as it relates to pollutant reduction.

Operation Management – Program Policy and Procedures

During his session the participants will learn about the agency's process to develop program policy and procedures. They will also discuss the flexibility and risk associated with supplementing national program policy and procedures.

Customer Service Toolkit

The Customer Service Toolkit is the premiere conservation-planning tool of the NRCS. The speaker will discuss its user-friendly application that helps conservation planners provide high quality conservation plans, maps, and conservation contract products through current technologies such as GPS, ArcView, and the Internet. This session will provide training on Customer Service Toolkit with a focus on map products, planning, and conservation contracts.

Operations Management Training – Quality Assurance

Participants will learn about their roles and responsibilities related to quality assurance and the methods used for conducting quality assurance reviews in the state, area, and field offices.

Operations Management – Outreach

The speaker will define outreach as it relates to NRCS program delivery and describe the state

program manager's role in outreach. They will also present case studies of successful outreach efforts.

Distance Learning Opportunities with the University of Nebraska and Florida A&M University and Upward Mobility

Opportunities for professional development and career advancement through distance learning from the University of Nebraska and Florida A&M or through the Upward Mobility program will be discussed.

Water and Climate Center

The instructor will discuss the Manure Management Planner, a Windows-based computer program used to create manure management plans or Comprehensive Nutrient Management Plans for crop and animal feeding operations. The instructor will demonstrate how the software can be a viable field office tool, using state specific, custom templates.

Technical Paper Sessions

- Community Partnerships and Outreach will be discussed.

- Grazing Lands Technology and Field Office Technical Tools will be discussed.

- The Impacts of Agriculture on Water Quality and Natural Resources will be discussed.

**Students interested in taking one or more of the self-paced courses must also pre-enroll with NEDC prior to November 15, 2002. Detailed course descriptions and enrollment information is provided at:*

http://www.nedc.nrcs.usda.gov/courses/course_listing.htm.

Please contact the NEDC Employee Development Specialist if you need additional information. NEDC will provide all of the course materials to students either in advance of, or at, the conference. Only students who have pre-enrolled (with NEDC) will receive the self-study materials.

Students taking one or more of these courses must also participate in the applicable 1-1/2 hours concurrent session. These sessions will serve as an orientation to the course material and as a forum for interaction with technical specialists involved with each course. Participants are not required to complete all of the self-study material by the end of the Training Conference. However, a room will be available on Tuesday and Wednesday for students to work on the material. Laptop computers will be available for use by students taking the Agricultural Waste Management Systems – Level

2. Students have the option to complete the material at their permanent duty station. Upon completion they will receive a Certificate of Completion from NEDC.

Registration

The registration area will be open:

December 2, 2002 – 1:00 p.m. - 7:00 p.m.

December 3, 2002 – 6:30 a.m. - 5:00 p.m.

December 4, 2002 – 7:00 a.m. - 5:00 p.m.

Registration Information

Complete and return the registration form along with the appropriate registration fee. Additional registration forms can be printed from The Organization's home page at:

<http://www.nrcs.usda.gov/organ>

The training conference registration fee covers program materials, 3 continental breakfasts, morning and afternoon breaks, three luncheons, and one banquet ticket, and other materials for each participant. Early registration fees are \$290.00 for members and \$340.00 for nonmembers if received by **November 1, 2002**. Registration fees will increase to \$335.00 for members and \$385.00 for nonmembers for registration after November 1, 2002. Family members and guests can purchase individual luncheon (s) and banquet tickets on the registration form. Tickets may be purchased on site. Tickets will be included with the registration materials.

The Organization members who are life members qualify for a 20% discount on registration and merchandise sold by The Organization, special luncheon and banquet seating, and a special meeting registration line. Life members are entitled to attend all activities.

Student rates are available to individuals who are full time students and have proper identification.

Payment for the annual training conference registration will be accepted in US funds through money orders, checks, or credit card. Please do not send cash through the mail.

Cancellation Policy

Cancellation of training conference registration must be received in writing by November 1, 2002, to receive a full refund. Cancellations in writing received after November 1, 2002, are subject to a processing fee of \$35.00. No refund will be made for the training conference after November 10, 2002. Due to commitments made to the service providers, this policy will be followed.

Special Needs

Please indicate on the registration form any physical, dietary, or other special needs. The Planning Committee and Texas Chapter volunteers will be available at the registration area to assist all conference participants.

Accommodations

Lodging

The Wyndham Arlington DFW Airport South is holding accommodations including suites, standard kings, and standard double rooms. The prices of the rooms are \$77.00 for single and \$102.00 for double per night plus tax. For reservations, individuals may call the reservations department toll free at 1-800-442-7275 (be sure to request The Organization room block). Cut-off day for room reservations is **November 1, 2002**. The hotel will provide transportation to and from the airport. The address to the hotel is 1500 Convention Center Drive, Arlington, Texas.

Activities At A Glance

Monday, December 2, 2002

College/HR Fair	1:00 p.m. - 5:00 p.m.
Registration	1:00 p.m. - 7:00 p.m.
Exhibits/Posters Setup	3:00 p.m. - 8:00 p.m.
Committee Meetings	5:00 p.m. - 6:30 p.m.
Executive Board Meeting	5:00 p.m. - 6:45 p.m.
2003 Membership Drive	5:00 p.m. - 7:00 p.m.
Silent Auction	5:00 p.m. - 8:30 p.m.
Regional Meetings	7:00 p.m. - 8:30 p.m.
Moderator's Meeting	8:45 p.m. - 9:15 p.m.

Tuesday, December 3, 2002

Continental Breakfast	6:00 a.m. - 7:15 a.m.
Registration	6:30 a.m. - 5:00 p.m.
Chapt./Reg. Pictures	5:00 p.m. - 6:30 p.m.
2003 Membership Drive	5:00 p.m. - 7:00 p.m.
Silent Auction	5:00 p.m. - 8:00 p.m.
Executive Board Meeting	5:30 p.m. - 6:30 p.m.
Networking Session	6:00 p.m. - 7:00 p.m.

Wednesday, December 4, 2002

Continental Breakfast	6:00 a.m. - 7:15 a.m.
Registration	7:00 a.m. - 5:00 p.m.
2003 Membership Drive	5:00 p.m. - 6:00 p.m.
Chapt./Reg. Pictures	5:00 p.m. - 6:00 p.m.
Executive Board Meeting	5:15 p.m. - 5:45 p.m.
Business Meeting	6:00 p.m. - 9:00 p.m.

Thursday, December 5, 2002

Continental Breakfast	6:00 a.m. - 7:15 a.m.
Exhibits/Posters	
Breakdown	2:00 p.m. - 6:00 p.m.
Banquet	6:30 p.m. - 9:00 p.m.
Social	9:00 p.m.

Friday, December 6, 2002

Training Conference	
Evaluations	9:00a.m. - 12:00 p.m.

NOTE: Remember to include both the course and conference registration forms when sending in your information.

Fund Raiser

By now all of you should have received raffle tickets for this year's fundraiser. Let's make a concerted effort to make this a success.

If you have not received your tickets, contact Frank Ellis at 386-755-5100 x103 or email fellis_123@yahoo.com.

Silent Auctions

Start getting your items ready for the silent auction at our annual meeting.

Life Members:

Thanks to you, every week our Organization is getting on a stronger financial and professional footing. Earlier I asked that each of us consider a lower, but just as essential, continuing Sustaining Life financial contribution to YOUR Organization.

As you well know from our work both on the job and at home, it's never once and done! Maintenance is always necessary. What we have asked you to consider is the equivalent of \$5 per pay period for a total of \$130/year (\$5 x 26 pp), as a Sustaining Membership. The Organization Membership voted and approved this new membership category at last year's meeting in Memphis. Part of this new membership category package is the awarding of a name-embroidered Organization Polo shirt and a separate listing of names in our Program Booklet.

My request is those of you who choose to make a Sustaining Life Membership payment this year, **and 13 of us already are**, please complete your installment or one-time payment of \$130 by October 15, 2002. This gives Doris Washington and our Membership Committee

ample time to get your name in the Program booklet and to order the proper sized, name-embroidered shirts for proper presentation to you in Texas.

For those of you that have already paid Sustaining Organization Membership for 2002, or will complete payments by Oct. 15, please send ASAP to Doris Washington and Sylvia Rainford the following information:

1. Your Polo shirt size, S, M, L, XL, XXL, XXXL, XXXXL (A little larger than you **think** is my recommendation!),

2. *The exact name you want embroidered on your Organization Life Sustaining Member shirt.*

Whatever your decision, I thank you and The Organization thanks you for what you've already done and your continued support and cooperation. We're working hard to earn and keep your trust.

*William Hunt, President
The Organization*

Send Organization Sustaining Life Membership Payments to:

Charles V. Roberts, Treasurer
The Organization
111 New Port Lane
Hendersonville, TN 37075

Email Organization Sustaining Life Polo shirt information to:

Doris Washington's email address is:
alpha6759@aol.com

Sylvia Rainford's email address is:
sylvia.rainford@mn.usda.gov

Cast Your Vote!

Ballots have been distributed - please respond back as soon as possible. If you are a member and did not get a ballot, go to our website: <http://www.nrcs.usda.gov/organ>

Words...

Words have power.

Words can heal and words can destroy.

With your words, you can comfort, build up, uplift, heal, empower, soothe, warm, and enlighten your family and friends.

With your words, you can destroy, shame, humiliate, hurt, wound, slice, shrink, and frighten your family and friends.

Words can set in motion wonderful things.

Words can bring us to a new place.

Words can also hold us back.

There are some words that should be canceled from our vocabulary. There are some words that keep us bitter, angry, and petty.

Words can make all the difference in a child's life. A child who hears words like "I love you" "you are special and good" and "we are glad you are here" is going to grow up a lot happier and secure than the child who grows up hearing words like "you are nothing" "you are stupid" "you make my life difficult."

The wrong words can turn a good child into an adult murderer.

The right words can make an average child into a loving, incredible adult.

Words can keep a relationship alive. Words can also kill even the greatest love.

Words of criticism, of judgment, can drain the passion out of a passionate relationship.

Words of appreciation, respect and validation can ignite even a stale relationship.

Never forget that every word you say impacts someone's life, including your own.

Words, said over a telephone, via e-mail, in a letter or face-to-face, are sometimes so powerful they are never forgotten.

Ask yourself: what words have changed my life?

What words have deeply impacted me?

Then always remember the power of words in your life.

*- Author Unknown
Submitted by Julie MacSwain, Minnesota*

Preliminary Program
December 2- 6, 2002 - Arlington, Texas
Wyndham Arlington DFW Airport South Hotel

Monday, December 2, 2002

1:00 p.m. to 7:00 p.m.
 1:00 p.m. to 5:00 p.m.
 3:00 p.m. to 8:00 p.m.
 5:00 p.m. to 6:45 p.m.
 5:00 p.m. to 7:00 p.m.
 5:00 p.m. to 8:30 p.m.
 5:00 p.m. to 6:30 p.m.

Registration
 College/HR Fair
 Exhibits and Posters Setup
 Executive Board Meeting
 2003 Membership Drive
 Silent Auction

Committee Meetings

Awards
 Budget
 Communications
 Constitution and By-Laws
 Employment and Career Development
 HBCU
 Liaisons
 Urban
 Ways and Means
 President's Advisory
 Exhibits
 Membership

Regional Meetings

East
 Midwest
 Northern Plains
 South Central
 South East
 West

Moderator's Meeting

Pre-Function Area
 Hall of Fame
 Hall of Fame

Pre-Function Area
 Indy 500

Conference Rooms

World Series I
 World Series II
 Masters Board Room
 Triple Crown
 Super Bowl I
 Super Bowl II
 Wimbledon
 Champion I
 Champion II

Hall of Fame
 Champion III

7:00 p.m. to 8:30 p.m.

World Series I
 World Series II
 Super Bowl I
 Super Bowl II
 Champion III
 Champion II

8:45 p.m. to 9:15 p.m.

Champion II

Tuesday, December 3, 2002

6:00 a.m. to 7:15 a.m.
 6:30 a.m. to 5:00 p.m.
 7:30 a.m. to 9:00 a.m.

Continental Breakfast
 Registration

Opening Ceremony – General Session

Humberto Hernandez, Regional Conservationist
Tomas Dominguez, Acting State Conservationist
William Hunt, President
Bruce Knight, Chief of NRCS
Ann M. Veneman, Secretary of Agriculture (*Invited*)
George W. Bush, Jr., U.S. President (*Invited*)
Rick Perry, Governor (*Invited*)
Elsie Odom, Mayor (*Invited*)

9:00 a.m. to 9:30 a.m.

Break

Hall of Fame

9:30 a.m. to 11:45 a.m.

Welcome: Leadership of Employee and Professional Organizations

- *Joe Cantu*, National Association of RC&D Councils
- *Roylene Rides-at-the-Door-Waln*, American Indian/Alaskan Native Association for NRCS
- *Hao T. Vo*, Asian Pacific Islander Organization
- *Pamela Steed*, Association for Persons with Disabilities in Agriculture
- *Barbara Compton*, Federal Women's Program
- *Rafael Guerrero*, National Organization of Professional Hispanic NRCS Employees

2002 Farm Bill

Craig Cox, Executive Director, Soil Water and Conservation Society
Mark Berkland, Director, Conservation Operations Division, NRCS

Conservation Security Program

Gary Margheim, Special Assistant to the Chief, NRCS

9:30 a.m. to 11:45 a.m.

12:00 p.m. to 1:15 p.m.
 1:30 p.m. to 3:00 p.m.
 3:00 p.m. to 3:30 p.m.
 3:30 p.m. to 5:00 p.m.

Life Members Award Luncheon
 Concurrent Training Sessions
 Break
 Concurrent Training Sessions

The Plaza

Hall of Fame

Tuesday, December 3, 2002 (Continued)

5:00 p.m. to 6:30 p.m.	Picture Session	
5:00 p.m. to 7:00 p.m.	2003 Membership Drive	Pre-Function Area
5:00 p.m. to 8:00 p.m.	Silent Auction	Indy 500
5:30 p.m. to 6:30 p.m.	Executive Board Meeting	
6:00 p.m. to 7:00 p.m.	Networking Session	Pre-Function Area

Wednesday, December 4, 2002

6:00 a.m. to 7:15 a.m.	Continental Breakfast	
7:00 a.m. to 5:00 p.m.	Registration	Pre-Function Area
7:30 a.m. to 9:00 a.m.	General Session	Champion Ballrooms
	Farm Bill Panel – TechPros	
	Panel of State Conservationists	
9:00 a.m. to 9:30 a.m.	Break	Hall of Fame
9:30 a.m. to 11:00 a.m.	Concurrent Training Sessions	
11:00 a.m. to 11:45 a.m.	HR Fair, Exhibits, Poster Papers	Hall of Fame
12:00 p.m. to 1:15 p.m.	Small Farmers Award Luncheon	The Plaza
	<i>Ralph Paige</i> , Executive Director, Federation of Southern Cooperatives	
	<i>Cecil Currin</i> , State Conservationist-Massachusetts & Awards Committee Chairperson	
1:30 p.m. to 3:00 p.m.	Concurrent Training Sessions	
3:00 p.m. to 3:30 p.m.	Break	
3:30 p.m. to 5:00 p.m.	Concurrent Training Sessions	
5:00 p.m. to 6:00 p.m.	2003 Membership Drive	Pre-Function Area
5:00 p.m. to 6:00 p.m.	Chapter/Regional Pictures	
5:15 p.m. to 5:45 p.m.	Executive Board Meeting	
6:00 p.m. to 9:00 p.m.	Business Meeting	Champion Ballrooms

Thursday, December 5, 2002

6:00 a.m. to 7:15 a.m.	Continental Breakfast	
7:30 a.m. to 9:00 a.m.	General Session	Champion Ballrooms
	Organic Farming	
	<i>Faye Jones</i> , Executive Director	
	Midwest Organic and Sustainable Education Service (MOSES)	
	Implementation of the Conservation Security Program	
	Panel of State Conservationists	
9:00 a.m. to 9:30 a.m.	Break	Hall of Fame
9:30 a.m. to 11:00 a.m.	Concurrent Training Sessions	
11:00 a.m. to 11:45 a.m.	HR Fair, Exhibits, Poster Papers	Hall of Fame
12:00 p.m. to 1:15 p.m.	Luncheon	
	Agricultural Census for Black Farmers	
	<i>Alfonzo Drain</i> , NASS	
1:30 p.m. to 3:00 p.m.	Concurrent Training Sessions	
3:00 p.m. to 3:30 p.m.	Break	Hall of Fame
3:30 p.m. to 5:00 p.m.	General Session	Champion Ballrooms
	Homeland Security	
	<i>Carlos Henning</i> , FBI (DFW Area)	
	Leadership	
	<i>Charles Whitmore</i> – Leadership Development Program, Regional Conservationist, MW	
	<i>Homer Wilkes</i> (Navy), State Conservationist, MS	
	<i>Burthel Thomas</i> (Army), Area Conservationist, AR	
	<i>Lewis Nichols</i> (Army), District Conservationist, IL	
	<i>Mike Gonzales</i> (Army), Operations Management Coordinator, TX	
6:30 p.m. to 9:00 p.m.	Banquet	Champion Ballrooms
9:00 p.m.	Social	

**** Exhibits and Posters must be removed by 6:00 p.m.**

Friday, December 6, 2002

9:00 a.m. to 12:00 p.m.	Training Conference Evaluations & Wrap up
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THE NATIONAL ORGANIZATION OF PROFESSIONAL BLACK NRCS EMPLOYEES

2002 TRAINING CONFERENCE REGISTRATION FORM

(Please print or type registration information)

Registrant _____ Spouse/Companion _____

Address _____

City _____ State _____ Zip Code _____

Daytime Phone Number (_____) _____ E-Mail Address _____

Membership Registration

	<u>By Nov 1</u>	<u>After Nov 1</u>	<u>No.</u>	<u>Total</u>
Member*	___\$290.00	___\$335.00	___	\$_____
Non Member*	___\$340.00	___\$385.00	___	\$_____
Life Member*	___\$232.00	___\$268.00	___	\$_____
Student*	___\$145.00	___\$165.00	___	\$_____
Guest Luncheon	___\$ 25.00	___\$ 30.00	___	\$_____
Guest Banquet	___\$ 35.00	___\$ 40.00	___	\$_____

(*Registration includes program materials, 3 continental breakfasts, morning and afternoon breaks, tickets for three luncheons, and banquet)

Amount Due = \$_____

Do you require any special accommodations or have any dietary restrictions? ___Yes ___No

(If yes, please specify)_____

For the banquet, please make your selection for the dinner entrée:

___ Grilled Chicken

___ Slow Roasted Prime Rib of Beef

Payment Information (Make payment to The Organization and payment must accompany registration form):

___ Check

___ Money Order

Charge my: ___ Discover Card

Account Number _____

___ Master Card

Expiration Date _____

___ Visa

Cardholder's Signature _____

Mail payment to:

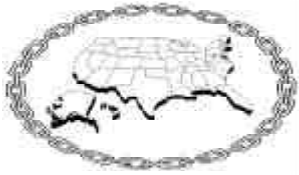
Wayne Griffin, Financial Secretary

The Organization

P.O. Box 6887

Fort Worth, Texas 76115

The higher onsite registration rate will apply to all registrations post marked after November 1, 2002.



The National Organization of Professional Black NRCS Employees (The Organization) 2002 Membership Application

Any person or organization subscribing to the purpose of the National Organization of Professional Black NRCS Employees is eligible to apply for membership. Please type in your information before printing. You may print a blank form to fill out by hand. Please print clearly. Feel free to copy blank form and distribute as needed. *(Please send 2 signed copies to the treasurer.)*

Charles V. Roberts, Treasurer, The Organization,
P. O. Box 2282, 111 New Port Lane, Hendersonville, TN 37077-2282
Please Print 3 copies: (2 for Treasurer and 1 copy for your records)

Choose Type of Membership

☐ Lifetime Membership (\$500.00)

- ☐ 1 payment (\$500.00) ☐ 2 payments (\$250.00)
☐ 4 payments (\$125.00) ☐ 5 payments (\$100.00)
☐ 8 payments (\$62.50) ☐ 10 payments (\$50.00)

☐ Sustaining Life Membership

Applicable to Life members who contribute \$130.00 or more annually after obtaining Life Membership status.

- ☐ I prefer to mail my payments
☐ I prefer Direct Deposit.

☐ 1-Year membership for 2002 (\$45.00)

Applicable to anyone who desires to be a member of The Organization.

☐ Sustaining Annual Membership

Applicable to any regular annual member who contribute \$130.00 or more annually towards the support of the Organization.

- ☐ I prefer to mail my payments
☐ I prefer Direct Deposit.

Choose Type of Membership

☐ Mr. ☐ Mrs. ☐ Ms. ☐ Miss First Name _____ M.I. ____ Last Name: _____
 Title Agency: ☐ NRCS. Other: _____
 Office Address _____
 City _____ State _____ Zip _____ - _____
 Phone: () _____ Fax: () _____ E-mail: _____

(If you prefer to receive Organization mailings at a different address please provide mailing information below.)

Office Address _____
 City _____ State _____ Zip _____ - _____

☐ Yes I would like to be listed in The Organizations Network Directory!

What Region are you in?:

☐ East ☐ Midwest ☐ NHQ ☐ Northern Plains ☐ South Central ☐ Southeast ☐ West

Are you a Chapter Member? ☐ Yes ☐ No (if yes, which one?) _____

(Note: Chapter dues are not accepted or processed at National level. Please send your chapter dues to your local chapter).

If asked, I am willing to serve on the:

- | | | | |
|---|--|--|---|
| <input type="checkbox"/> Agriculture | <input type="checkbox"/> Constitution & Bylaws | <input type="checkbox"/> Historical Black Colleges | <input type="checkbox"/> Planning |
| <input type="checkbox"/> Awards | <input type="checkbox"/> Employee Career & Development | <input type="checkbox"/> & Universities | <input type="checkbox"/> President's Advisory |
| <input type="checkbox"/> Budget | <input type="checkbox"/> Exhibits | <input type="checkbox"/> Liaisons | <input type="checkbox"/> Urban |
| <input type="checkbox"/> Communications | | <input type="checkbox"/> Membership | <input type="checkbox"/> Ways and Means |

Total Enclosed \$ _____ Signature _____

FOR OFFICIAL USE ONLY

Date Received: _____

Authorized Initials _____

Renna Owens, Editor
Cara Clark, Designer
The Link
47412 Torrington Drive North
Canton, MI 48188